DOCUMENT RESUME

ED 307 923 JC 890 282

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TITLE Lists of Disciplines To Replace Community College Credentials.
INSTITUTION California Community Colleges, Sacramento. Office of the Chancellor.
PUB DATE Jul 89
NOTE 30p.; Discussed as agenda item number 7 at a meeting of the Board of Governors of the California Community Colleges (Millbrae, CA, July 13-14, 1989).
PUB TYPE Guides - Non-Classroom Use (055) -- Speeches/Conference Papers (150)

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS Bachelors Degrees; *College Faculty; *Community Colleges; Credentials; *Degrees (Academic); Faculty Recruitment; *Intellectual Disciplines; Masters Degrees; Statewide Planning; *Teacher Qualifications; Two Year Colleges
IDENTIFIERS *California

ABSTRACT

In response to a legislative mandate, this report presents a set of statewide minimum qualifications to be used by California community college districts as the basis for hiring faculty. Introductory material explains that the new minimum qualifications, which replace the previously required credentials, are discipline based. In one set of disciplines, the minimum requirement is either a master's degree in the appropriate discipline, a bachelor's degree in the appropriate discipline with a master's degree in a related discipline, or the equivalent. In a second set of disciplines, the master's degree is not generally expected or available. For these predominantly vocational disciplines, faculty are required to have either a bachelor's degree in the appropriate discipline and two years of working experience, an associate degree and six years of experience, or the equivalent. The lists of disciplines are intended to be flexible and responsive to the changing curriculum and administrative needs of each district. It is assumed that local boards, administrators, and academic senates will develop their own hiring procedures and standards within the context of these minimum qualifications. The lists of disciplines are attached as adopted by the Academic Senate of the California Community Colleges. For the disciplines in which a master's degree is required, degree expectations are specified and "related" disciplines are defined. (ALB)

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Board of Governors
California Community Colleges
July 13-14, 1989

LISTS OF DISCIPLINES TO REPLACE COMMUNITY COLLEGE CREDENTIALS 7

Staff Presentation:

James Meznek
Vice Chancellor, Educational Policy

Karen Sue Grosz
President, Academic Senate

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LISTS OF DISCIPLINES TO REPLACE COMMUNITY COLLEGE CREDENTIALS 7

Third Reading, Action Scheduled

Background

To establish procedures appropriate to collegiate institutions, Assembly Bill 1725 (Chapter 973, Statutes of 1988) mandates elimination of credentials as the basis for hiring community college faculty, to be replaced by a set of statewide minimum qualifications to be used by local districts. The legislation directs the Board of Governors to develop these new qualifications with the advice and assistance of the Academic Senate.

Central to implementing the new minimum qualifications is the development of two lists of disciplines: (1) disciplines requiring the master's degree, and (2) disciplines in which the master's degree is not generally expected or available.

The list of disciplines requiring the master's degree specifies:

- the need for a master's degree in the appropriate discipline, **OR**
- the need for a bachelor's degree in the appropriate discipline, **PLUS** a master's degree in a range of reasonably related disciplines, **OR**
- the equivalent of these minimum requirements, to be determined by those responsible for hiring faculty at the local.

The list of disciplines generally in which a master's in not generally expected or available specifies:

- the need for a bachelor's degree in the appropriate discipline, **PLUS** two years of working experience, **OR**
- the need for an associate degree in the appropriate discipline, **PLUS** six years of working experience, **OR**

- the equivalent of these minimum qualifications, to be determined by those responsible for hiring faculty at the local level.

The lists of disciplines that form the basis of the new minimum qualifications are contained in the Attachment to this agenda. The development of these lists represents a nearly year-long undertaking by the Academic Senate, working with other constituencies within the system. Activities that have shaped the lists include: extensive documentary research, consultation with collective bargaining groups, deliberations with the chief instructional officers, a statewide survey of faculty, public hearings and workshops attended by faculty and administrators, and discussion of the issue with a group of chief executive officers.

At the Academic Senate Spring Session in April, faculty representatives from 100 community colleges voted unanimously to adopt the lists of disciplines. The lists were presented to the Board of Governors for First Reading at its May 1989 meeting, at which time faculty and administrators offered additional testimony on the matter.

Analysis

The proposed lists of disciplines in the Attachment form the basis for the minimum qualifications for hiring new faculty, required to be adopted by the Board of Governors pursuant to AB 1725. While setting a minimum systemwide standard, the lists are dynamic, designed to be responsive to changes in disciplines and the labor market.

The lists are also responsive to changes in district's varied curriculum needs and capabilities. Local boards, administrators, and academic senates will develop their own hiring procedures and equivalency criteria within the context of the minimum qualifications. This will enable them to incorporate into their hiring practices concerted and innovative approaches to recruiting new faculty from underrepresented groups, to balance full-time and part-time faculty assignments, and to respond in assigning faculty to local needs dictated by district size, location, staff attrition, and enrollment growth.

Once adopted by the Board, the lists of disciplines will continue to be examined through the Consultation Process. The partnership between the State and local districts – and among policymakers, administrators, and faculty – that formulated the lists will now jointly implement them, evaluate them on an ongoing basis, and adapt them as system needs and changing circumstances require.

Recommended Action

That the Board of Governors adopt the attached lists of disciplines, developed with the assistance of the Academic Senate, pursuant to the provisions of Assembly Bill 1725.

Staff Presentation: *James Meznek, Vice Chancellor*
Educational Policy

Karen Sue Grosz, President
Academic Senate for the California Community Colleges

ATTACHMENT

THE ACADEMIC SENATE

For California Community Colleges

As Adopted April 9, 1989

DISCIPLINES REQUIRING THE MASTER'S

This list was adopted by a unanimous vote of delegates representing 100 community colleges to be recommended to the Board of Governors for action by July as required by AB 1725.

This list emphasizes that AB 1725 provides for establishing a process at the local level for determining whether a particular candidate has the equivalent of the specified minimum qualifications. Academic senates in every district will face the challenge of establishing, by joint agreement with the local governing board, a process and criteria by which to determine whether qualifications though not identical are, nonetheless, not lower than what is specified in the list.

Whenever this list mentions a Master's degree, any degree beyond the Master's would, of course, also satisfy that qualification.

As new disciplines emerge and old ones evolve, there will need to be changes, additions, and deletions to this list. Further recommendations, especially regarding Apprenticeship, will be debated at the Fall Session of the Academic Senate.

Accounting: Master's in accountancy, business administration with accounting concentration, business administration with a CPA license, or science in business with emphasis in accounting **OR**
Bachelor's in business with accounting emphasis or economics with an accounting emphasis **AND** Master's in business, business education, economics, taxation, or finance **OR**
CPA license **AND** Master's in business, business education, economics, taxation, or finance **OR**
The equivalent

Anthropology: Master's in anthropology or archeology **OR**
Bachelor's in either of the above **AND** Master's in sociology, biological sciences, primatology, forensic sciences, or genetics **OR**
The equivalent

Art: Master's in fine arts, art, or art history **OR**
Bachelor's in any of the above **AND** Master's in humanities **OR**
The equivalent

Astronomy: See Physics/Astronomy

Biological Sciences:
Master's in any biological science **OR**
Bachelor's in any biological science **AND** Master's in biochemistry, biophysics, or marine science **OR**
The equivalent

Business: Master's in business, business management, business administration, accountancy, finance, marketing, or business education **OR**
Bachelor's in any of the above **AND** Master's in economics, personnel management, public administration, or JD or LLB degree **OR**
Bachelor's in economics with a business emphasis **AND** Master's in personnel management, public adminstration, business education, or JD or LLB degree **OR**
The equivalent

Chemistry: Master's in chemistry **OR**
Bachelor's in chemistry **AND** Master's in biochemistry, chemical engineering, chemical physics, physics, microbiology, or molecular biology **OR**
The equivalent

Child Development:
Master's in child development, early childhood education, human development, family and consumer studies with a specialization in child development/early childhood **OR**
Bachelor's in any of the above **AND** Master's in educational psychology with a specialization in child development, social work, educational supervision, elementary education, special education, psychology, bilingual/bicultural education, life management/home economics, family life studies, or family and consumer studies **OR**
The equivalent

Computer Applications:
Qualifications in the discipline of the application

Computer Science:
Master's in computer science or computer engineering **OR**
Bachelor's in either of the above **AND** Master's in mathematics, cybernetics, business administration, or engineering **OR**
Bachelor's in engineering **AND** Master's in cybernetics, engineering, or business administration **OR**
The equivalent

Counseling: Master's in counseling, rehabilitation counseling, clinical psychology, counseling psychology, guidance counseling, education counseling, social work, or career development **OR**
The equivalent

Dance: Master's in dance, physical education with dance emphasis, or theater with dance emphasis **OR**
Bachelor's in any of the above **AND** Master's in physical education, any life science, physiology, theater arts, kinesiology, humanities, or performing arts **OR**
The equivalent

Drama/Theater Arts:
Master's in drama/theater arts/performance **OR**
Bachelor's in drama/theater arts/performance **AND** Master's in comparative literature, English, speech, literature, or humanities **OR**
The equivalent

Economics: Master's in economics **OR**
Bachelor's in economics **AND** Master's in business, business administration, business management, business education, or finance **OR**
The equivalent

Education: Master's in education **OR**
The equivalent

Engineering: Master's in any field of engineering **OR**
Bachelor's in any of the above **AND** Master's in engineering materials, mathematics, physics, computer science, chemistry, or geology **OR**
The equivalent

English: Master's in English, literature, comparative literature, or composition **OR**
Bachelor's in any of the above **AND** Master's in linguistics, TESL, speech, education with specialization in reading, creative writing, or journalism **OR**
The equivalent

ESL: Master's in TESL, TESOL, applied linguistics with a TESL emphasis, linguistics with a TESL emphasis, English with a TESL emphasis, or education with a TESL emphasis **OR**
Bachelor's in TESL, TESOL, English with TESL certificate, linguistics with TESL certificate, or applied linguistics with TESL certificate **AND** Master's in linguistics, applied linguistics, English, composition, bilingual/bicultural studies, reading, or any foreign language **OR**
Bachelor's in a foreign language **AND** Master's in a foreign language **AND** a TESL certificate **OR**
The equivalent

Ethnic Studies: Master's in the ethnic studies field **OR**
The equivalent **OR**
See Interdisciplinary Studies

Family and Consumer Studies:
Master's in family and consumer studies or life management/home economics **OR**
Bachelor's in either of the above **AND** Master's in child development, early childhood education, or human development **OR**
The equivalent

Foreign Languages:
Master's in the language being taught **OR**
Bachelor's in the language being taught **AND**
Master's in another foreign language **OR**
The equivalent

Geography: Master's in geography **OR**
Bachelor's in geography **AND** Master's in geology, history, meteorology, or oceanography **OR**
The equivalent **OR**
See Interdisciplinary Studies

Geology and Earth Science:
Master's in geology, geophysics, meteorology, oceanography, or paleontology **OR**
Bachelor's in geology **AND** Master's in geography or physics **OR**
The equivalent

Health: Master's in health science, health education, biology, nursing, physical education, dietetics, or nutrition **OR**
Bachelor's in any of the above **AND** Master's in public health, health education, biology, or any biological science **OR**
The equivalent

Health Services Nursing:
Master's in nursing **OR**
Bachelor's in nursing, PHN, **AND** Master's in health education, sociology, psychology, counseling, health care administration, public health, or community health **OR**
The equivalent

History: Master's in history **OR**
Bachelor's in history **AND** Master's in political science, humanities, geography, area studies, women's studies, social science, or ethnic studies **OR**
The equivalent

Humanities: Master's in humanities **OR**
The equivalent **OR**
See Interdisciplinary Studies

Instructional Design/Technology:
Master's in instructional design/technology **OR**
The equivalent

Interdisciplinary Studies:

Master's in the interdisciplinary area **OR** Master's in one of the disciplines included in the interdisciplinary area, **provided that the local faculty determine that the instructor's coursework was broad enough to provide an ample basis for offering such a course.** (For example, a course in women's studies could be taught by an instructor whose master's degree was in women's studies or by an instructor whose master's was in any of the disciplines covered by that course, provided the faculty approve as indicated above. The same principle would apply to ethnic studies courses, humanities courses, or courses of an interdisciplinary nature where no conventional degree applies such as nursing ethics or history through literature.)

Journalism: Master's in journalism or communication with a specialization in journalism **OR**
Bachelor's in either of the above **AND** Master's in English, history, communication, literature, composition, comparative literature, any social science, business, business administration, marketing, graphics, or photography **OR**
The equivalent

Law: JD or LLB **OR** meet qualifications in the discipline of the application **OR**
The equivalent

Library Science:

Master's in library science **OR**
The equivalent

Management: Master's in business administration, business management, business education, marketing, public administration, or finance **OR**
Bachelor's in any of the above **AND** Master's in economics, accountancy, taxation, or law **OR**
The equivalent

Marketing:

Master's in business administration, business management, business education, marketing, advertising, or finance **OR**
Bachelor's in any of the above **AND** Master's in economics, accountancy, taxation, or law **OR**
The equivalent

Mass Communication:

Master's in radio, television, film, or mass communication **OR**
Bachelor's in any of the above **AND** Master's in drama/theater arts, communication, speech, speech communication, or business **OR**
The equivalent

Mathematics: Master's in mathematics or applied mathematics **OR**
Bachelor's in either of the above **AND** Master's in statistics, physics, or mathematics education **OR**
The equivalent

Music: Master's in music **OR**
Bachelor's in music **AND** Master's in humanities **OR**
The equivalent

Nursing: Master's in nursing **OR**
Bachelor's in nursing **AND** Master's in health education or health science **OR**
The equivalent **OR**
The minimum qualifications as set by the Board of Registered Nursing, **whichever is higher**

Office Management:
Master's in business, business administration, or business education **OR**
Bachelor's in any of the above and a Master's in vocational education **OR**
The equivalent

Philosophy: Master's in philosophy **OR**
Bachelor's in philosophy **AND** Master's in humanities or theology **OR**
The equivalent

Photography: See Art

Physical Education:
Master's in physical education **OR**
Bachelor's in physical education **AND** Master's in any life science, dance, physiology, health education, recreation administration, kinesiology, or physical therapy **OR**
The equivalent

Physics/Astronomy:
Master's in physics, astronomy, or astrophysics **OR**
Bachelor's in physics or astronomy **AND** Master's in engineering, mathematics, meteorology, or geophysics **OR**
The equivalent

Political Science:
Master's in political science, government, public administration, or international relations **OR**
Bachelor's in any of the above **AND** Master's in economics, history, social science, sociology, or any ethnic studies **OR**
The equivalent

Psychology: Master's in psychology **OR**
Bachelor's in psychology **AND** Master's in counseling, sociology, statistics, neuroscience, or psychiatric social work **OR**
The equivalent

Reading: Master's in education with specialization in reading or teaching reading **OR**
Bachelor's in any academic discipline **AND** additional certification in the teaching of reading **AND** Master's in English, literature, linguistics, applied linguistics, composition, comparative literature, TESL, or psychology **OR**
The equivalent

Recreation Administration:
Master's in recreation administration or physical education **OR**
Bachelor's in either of the above **AND** Master's in dance or gerontology **OR**
The equivalent

Religious Studies:
Master's in religious studies, theology, or philosophy **OR**
Bachelor's in any of the above **AND** Master's in humanities **OR**
The equivalent

Sociology: Master's in sociology **OR**
Bachelor's in sociology **AND** Master's in anthropology, any ethnic studies, political science, or psychology **OR**
The equivalent

Social Science:
Master's in social science **OR**
The equivalent **OR**
See Interdisciplinary Studies

Special Education:
AB 1725, Section 87356 (c), establishes a separate process for recommendations regarding this field

Speech: Master's in speech, speech broadcasting, telecommunication, rhetoric, speech communication, or organizational communication **OR**
Bachelor's in any of the above **AND** Master's in drama/theater arts, mass communication, or English **OR**
The equivalent

Women's Studies:
Master's in women's studies **OR**
The equivalent **OR**
See Interdisciplinary Studies

THE ACADEMIC SENATE
For California Community Colleges

As Adopted April 9, 1989

DISCIPLINES IN WHICH THE MASTER'S DEGREE IS NOT GENERALLY EXPECTED OR AVAILABLE

This list was adopted by a unanimous vote of delegates representing 100 community colleges to be recommended to the Board of Governors for action by July as required by AB 1725.

Work experience provides the mastery of the teaching subject matter needed in the disciplines on this list. The degrees required are to ensure sufficient general education and understanding of the community college and higher education in general. An associate's degree or better in any discipline contributes towards these objectives. Therefore, the proposal here is that every discipline is reasonably related to the disciplines on this list.

To be hired or assigned to offer instruction in a discipline on this list, one would have to possess two years of experience in that discipline with any Bachelor's degree or better and any certificate or license required to do that work or six years of experience in that discipline with any Associate's degree and any certificate or license required to do that work. Each local academic senate shall, by joint agreement with the local governing board, establish a hiring process and equivalency process. Through these processes, the determination can be made whether a particular person has the required degree and experience or the equivalent.

The list of "areas also included in the discipline" is not exhaustive. The attempt was to list explicitly those areas in which someone might not be sure otherwise whether they were included or just overlooked.

As new disciplines emerge and old ones evolve, there will need to be changes, additions, and deletions to this list. Further recommendations, especially regarding Apprenticeship, will be debated at the Fall Session of the Academic Senate.

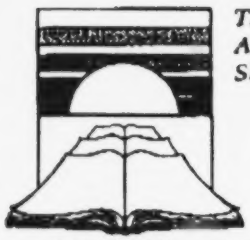
Discipline	Areas also included in the discipline
Administration of justice	Police science, corrections, law enforcement
Aeronautics	Airframe and powerplant, aircraft mechanics
Agricultural business and related services	Inspection, pest control, food processing/meat cutting
Agricultural engineering	Equipment and machinery, farm mechanics
Agricultural production	Animal science, plant science, beekeeping, aquaculture
Air conditioning, refrigeration, heating	
Animal health technology	
Appliance repair	Vending machines
Apprenticeship programs	Six months delay requested
Architecture	
Auto body technology	Antique and classic auto restorationAuto mechanics

Discipline	Areas also included in the discipline
Auto mechanics	
Aviation	Flight, navigation, ground school
Banking and finance	
Barbering	
Bicycle repair	
Bookbinding	
Building codes and regulations	Inspecting of construction, building codes, contractor training
Building maintenance	
Business machine technology	
Cabinet making	
Cardiovascular technology	
Carpentry	
Ceramic technology	
Coaching	
Commercial art	Signmaking, lettering, packaging, rendering
Commercial music	
Computer information systems	Computer network installation
Computer service technology	
Construction management	
Construction technology	
Cosmetology	
Court reporting	
Culinary arts/food technology	Food service, meat cutting, baking, waiter/waitressing
Dental technology	Dental assisting, dental hygiene
Diagnostic medical technology	Diagnostic medical sonography, neurodiagonostic technology
Diesel mechanics	
Dietetic technician	
Drafting	
Electricity	Electrical power distribution
Electro-mechanical technology	Industrial mechanical technology
Electronics technology	Radio, television, and computer repair
Electromicroscopy	
Electroplating	
Emergency medical technician	
Engineering technologies	Surveying, engineering aides
Equine science	Equine training, equitation, ferrier science, horse pack management

Discipline	Areas also included in the discipline
Estimating	
Fabric care	Laundry and dry cleaning
Fashion and related technologies	Merchandising, design, production
Film making/video	
Fire technology	
Flight attendant training	
Fluid mechanics technology	
Forestry/natural resources	Range management; soil, air, and water resources; fish/wildlife management; parks and recreation
Furniture making	
Graphic arts	Desk top publishing
Gunsmithing	
Hazardous material abatement	
Heavy duty equipment mechanics	
Hotel and motel services	
Industrial design	
Industrial maintenance	
Industrial relations	
Industrial safety	
Industrial technology	Foundary occupations
Interior design	
Janitorial services	
Jewelry	
Labor relations	
Labor studies	
Laser technology	Laser electro-optics technology
Legal assisting	Paralegal
Library technology	
Licensed vocational nursing	
Locksmithing	
Machine tool technology	Tool and die making
Manufacturing technology	Quality control, process control
Marine diving technology	
Materials testing technology	Destructive testing or nondestructive examination
Media production	
Medical assistant	
Medical instrument repair	

Discipline	Areas also included in the discipline
Medical record technology	
Mining and metallurgy	Oilfield operations
Mortuary science	
Motorcycle repair	
Music management	Music merchandising
Musical instrument repair	
Nursing ancillaries	Certified nurse aide, home health aide
Nursing science: clinical practice	
Occupational therapy assisting	
Office technologies	Secretarial skills, office systems, word processing
Ornamental horticulture	landscape horticulture, design, maintenance floristry, floral design
Pharmacy technology	
Photographic technology/commercial photography	
Physical therapy assisting	
Piano tuning and repair	
Plastics	
Plumbing	
Printing technology	Typography, composition, printing
Private Security	Security management, safety/accident control, hazardous substance management, crime prevention
Prosthetics and orthotics	
Psychiatric technician	
Public relations	
Radiologic technology	
Radiation therapy	
Real estate	
Rehabilitation technician	
Respiratory technician	
Respiratory technologies	
Restaurant management	
Retailing	Purchasing, merchandising, and sales
Robotics	Computer integrated manufacturing
Sanitation and public health technology	
Sewage treatment	
Sheet metal	
Ship and boat building and repair	

Discipline	Areas also included in the discipline
Shoe rebuilding	
Sign language	
Small engine mechanics	
Stagecraft	
Steamfitting	
Surgical technology	
Telecommunication technology	
Transportation	Dispatching
Travel services	
Upholstering	
Vision care technology	
Watch and clock repair	
Water treatment	
Welding	



THE ACADEMIC SENATE

For California Community Colleges

As Adopted April 9, 1989

DISCIPLINES REQUIRING THE MASTER'S

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This list emphasizes that AB 1725 provides for establishing a process at the local level for determining whether a particular candidate has the equivalent of the specified minimum qualifications. Academic senates in every district will face the challenge of establishing, by joint agreement with the local governing board, a process and criteria by which to determine whether qualifications though not identical are, nonetheless, not lower than what is specified in the list.

Whenever this list mentions a Master's degree, any degree beyond the Master's would, of course, also satisfy that qualification.

As new disciplines emerge and old ones evolve, there will need to be changes, additions, and deletions to this list. Further recommendations, especially regarding Apprenticeship, will be debated at the Fall Session of the Academic Senate.

Accounting: Master's in accountancy, business administration with accounting concentration, business administration with a CPA license, or science in business with emphasis in accounting **OR**
Bachelor's in business with accounting emphasis or economics with an accounting emphasis **AND** Master's in business, business education, economics, taxation, or finance **OR**
CPA license **AND** Master's in business, business education, economics, taxation, or finance **OR**
The equivalent

Anthropology: Master's in anthropology or archeology **OR**
Bachelor's in either of the above **AND** Master's in sociology, biological sciences, primatology, forensic sciences, or genetics **OR**
The equivalent

Art: Master's in fine arts, art, or art history **OR**
Bachelor's in any of the above **AND** Master's in humanities **OR**
The equivalent

Astronomy: See Physics/Astronomy

Biological Sciences:
Master's in any biological science **OR**
Bachelor's in any biological science **AND** Master's in biochemistry, biophysics, or marine science **OR**
The equivalent

Business: Master's in business, business management, business administration, accountancy, finance, marketing, or business education **OR**
Bachelor's in any of the above **AND** Master's in economics, personnel management, public administration, or JD or LLB degree **OR**
Bachelor's in economics with a business emphasis **AND** Master's in personnel management, public adminstration, business education, or JD or LLB degree **OR**
The equivalent

Chemistry: Master's in chemistry **OR**
Bachelor's in chemistry **AND** Master's in biochemistry, chemical engineering, chemical physics, physics, microbiology, or molecular biology **OR**
The equivalent

Child Development:
Master's in child development, early childhood education, human development, family and consumer studies with a specialization in child development/early childhood **OR**
Bachelor's in any of the above **AND** Master's in educational psychology with a specialization in child development, social work, educational supervision, elementary education, special education, psychology, bilingual/bicultural education, life management/home economics, family life studies, or family and consumer studies **OR**
The equivalent

Computer Applications:
Qualifications in the discipline of the application

Computer Science:
Master's in computer science or computer engineering **OR**
Bachelor's in either of the above **AND** Master's in mathematics, cybernetics, business administration, or engineering **OR**
Bachelor's in engineering **AND** Master's in cybernetics, engineering, or business administration **OR**
The equivalent

Counseling: Master's in counselling, rehabilitation counseling, clinical psychology, counseling psychology, guidance counseling, education counseling, social work, or career development **OR**
The equivalent

Dance: Master's in dance, physical education with dance emphasis, or theater with dance emphasis **OR**
Bachelor's in any of the above **AND** Master's in physical education, any life science, physiology, theater arts, kinesiology, humanities, or performing arts **OR**
The equivalent

Drama/Theater Arts:
Master's in drama/theater arts/performance **OR**
Bachelor's in drama/theater arts/performance **AND** Master's in comparative literature, English, speech, literature, or humanities **OR**
The equivalent

Economics: Master's in economics **OR**
Bachelor's in economics **AND** Master's in business, business administration, business management, business education, or finance **OR**
The equivalent

Education: Master's in education **OR**
The equivalent

Engineering: Master's in any field of engineering **OR**
Bachelor's in any of the above **AND** Master's in engineering materials, mathematics, physics, computer science, chemistry, or geology **OR**
The equivalent

English: Master's in English, literature, comparative literature, or composition **OR**
Bachelor's in any of the above **AND** Master's in linguistics, TESL, speech, education with specialization in reading, creative writing, or journalism **OR**
The equivalent

ESL: Master's in TESL, TESOL, applied linguistics with a TESL emphasis, linguistics with a TESL emphasis, English with a TESL emphasis, or education with a TESL emphasis **OR**
Bachelor's in TESL, TESOL, English with TESL certificate, linguistics with TESL certificate, or applied linguistics with TESL certificate **AND** Master's in linguistics, applied linguistics, English, composition, bilingual/bicultural studies, reading, or any foreign language **OR**
Bachelor's in a foreign language **AND** Master's in a foreign language **AND** a TESL certificate **OR**
The equivalent

Ethnic Studies: Master's in the ethnic studies field **OR**
The equivalent **OR**
See Interdisciplinary Studies

Family and Consumer Studies:
Master's in family and consumer studies or life management/home economics **OR**
Bachelor's in either of the above **AND** Master's in child development, early childhood education, or human development **OR**
The equivalent

Foreign Languages:
Master's in the language being taught **OR**
Bachelor's in the language being taught **AND**
Master's in another foreign language **OR**
The equivalent

Geography: Master's in geography **OR**
Bachelor's in geography **AND** Master's in geology, history, meteorology, or oceanography **OR**
The equivalent **OR**
See Interdisciplinary Studies

Geology and Earth Science:
Master's in geology, geophysics, meteorology, oceanography, or paleontology **OR**
Bachelor's in geology **AND** Master's in geography or physics **OR**
The equivalent

Health: Master's in health science, health education, biology, nursing, physical education, dietetics, or nutrition **OR**
Bachelor's in any of the above **AND** Master's in public health, health education, biology, or any biological science **OR**
The equivalent

Health Services Nursing:
Master's in nursing **OR**
Bachelor's in nursing, PHN, **AND** Master's in health education, sociology, psychology, counseling, health care administration, public health, or community health **OR**
The equivalent

History: Master's in history **OR**
Bachelor's in history **AND** Master's in political science, humanities, geography, area studies, women's studies, social science, or ethnic studies **OR**
The equivalent

Humanities: Master's in humanities **OR**
The equivalent **OR**
See Interdisciplinary Studies

Instructional Design/Technology:
Master's in instructional design/technology **OR**
The equivalent

Interdisciplinary Studies:

Master's in the interdisciplinary area **OR** Master's in one of the disciplines included in the interdisciplinary area, **provided that the local faculty determine that the instructor's coursework was broad enough to provide an ample basis for offering such a course.** (For example, a course in women's studies could be taught by an instructor whose master's degree was in women's studies or by an instructor whose master's was in any of the disciplines covered by that course, provided the faculty approve as indicated above. The same principle would apply to ethnic studies courses, humanities courses, or courses of an interdisciplinary nature where no conventional degree applies such as nursing ethics or history through literature.)

Journalism: Master's in journalism or communication with a specialization in journalism **OR**
Bachelor's in either of the above **AND** Master's in English, history, communication, literature, composition, comparative literature, any social science, business, business administration, marketing, graphics, or photography **OR**
The equivalent

Law: JD or LLB **OR** meet qualifications in the discipline of the application **OR**
The equivalent

Library Science:

Master's in library science **OR**
The equivalent

Management: Master's in business administration, business management, business education, marketing, public administration, or finance **OR**
Bachelor's in any of the above **AND** Master's in economics, accountancy, taxation, or law **OR**
The equivalent

Marketing:

Master's in business administration, business management, business education, marketing, advertising, or finance **OR**
Bachelor's in any of the above **AND** Master's in economics, accountancy, taxation, or law **OR**
The equivalent

Mass Communication:

Master's in radio, television, film, or mass communication **OR**
Bachelor's in any of the above **AND** Master's in drama/theater arts, communication, speech, speech communication, or business **OR**
The equivalent

Mathematics: Master's in mathematics or applied mathematics **OR**
Bachelor's in either of the above **AND** Master's in statistics, physics, or mathematics education **OR**
The equivalent

Music: Master's in music **OR**
Bachelor's in music **AND** Master's in humanities **OR**
The equivalent

Nursing: Master's in nursing **OR**
Bachelor's in nursing **AND** Master's in health education or health science **OR**
The equivalent **OR**
The minimum qualifications as set by the Board of Registered Nursing, **whichever is higher**

Office Management:
Master's in business, business administration, or business education **OR**
Bachelor's in any of the above and a Master's in vocational education **OR**
The equivalent

Philosophy: Master's in philosophy **OR**
Bachelor's in philosophy **AND** Master's in humanities or theology **OR**
The equivalent

Photography: See Art

Physical Education:
Master's in physical education **OR**
Bachelor's in physical education **AND** Master's in any life science, dance, physiology, health education, recreation administration, kinesiology, or physical therapy **OR**
The equivalent

Physics/Astronomy:
Master's in physics, astronomy, or astrophysics **OR**
Bachelor's in physics or astronomy **AND** Master's in engineering, mathematics, meteorology, or geophysics **OR**
The equivalent

Political Science:
Master's in political science, government, public administration, or international relations **OR**
Bachelor's in any of the above **AND** Master's in economics, history, social science, sociology, or any ethnic studies **OR**
The equivalent

Psychology: Master's in psychology **OR**
Bachelor's in psychology **AND** Master's in counseling, sociology, statistics, neuroscience, or psychiatric social work **OR**
The equivalent

Reading: Master's in education with specialization in reading or teaching reading **OR**
Bachelor's in any academic discipline **AND** additional certification in the teaching of reading **AND** Master's in English, literature, linguistics, applied linguistics, composition, comparative literature, TESL, or psychology **OR**
The equivalent

Recreation Administration:
Master's in recreation administration or physical education **OR**
Bachelor's in either of the above **AND** Master's in dance or gerontology **OR**
The equivalent

Religious Studies:
Master's in religious studies, theology, or philosophy **OR**
Bachelor's in any of the above **AND** Master's in humanities **OR**
The equivalent

Sociology: Master's in sociology **OR**
Bachelor's in sociology **AND** Master's in anthropology, any ethnic studies, political science, or psychology **OR**
The equivalent

Social Science:
Master's in social science **OR**
The equivalent **OR**
See Interdisciplinary Studies

Special Education:
AB 1725, Section 87356 (c), establishes a separate process for recommendations regarding this field

Speech: Master's in speech, speech broadcasting, telecommunication, rhetoric, speech communication, or organizational communication **OR**
Bachelor's in any of the above **AND** Master's in drama/theater arts, mass communication, or English **OR**
The equivalent

Women's Studies:
Master's in women's studies **OR**
The equivalent **OR**
See Interdisciplinary Studies

THE ACADEMIC SENATE
For California Community Colleges

As Adopted April 9, 1989

DISCIPLINES IN WHICH THE MASTER'S DEGREE IS NOT GENERALLY EXPECTED OR AVAILABLE

This list was adopted by a unanimous vote of delegates representing 100 community colleges to be recommended to the Board of Governors for action by July as required by AB 1725.

Work experience provides the mastery of the teaching subject matter needed in the disciplines on this list. The degrees required are to ensure sufficient general education and understanding of the community college and higher education in general. An associate's degree or better in any discipline contributes towards these objectives. Therefore, the proposal here is that every discipline is reasonably related to the disciplines on this list.

To be hired or assigned to offer instruction in a discipline on this list, one would have to possess two years of experience in that discipline with any Bachelor's degree or better and any certificate or license required to do that work or six years of experience in that discipline with any Associate's degree and any certificate or license required to do that work. Each local academic senate shall, by joint agreement with the local governing board, establish a hiring process and equivalency process. Through these processes, the determination can be made whether a particular person has the required degree and experience or the equivalent.

The list of "areas also included in the discipline" is not exhaustive. The attempt was to list explicitly those areas in which someone might not be sure otherwise whether they were included or just overlooked.

As new disciplines emerge and old ones evolve, there will need to be changes, additions, and deletions to this list. Further recommendations, especially regarding Apprenticeship, will be debated at the Fall Session of the Academic Senate.

Discipline	Areas also included in the discipline
Administration of justice	Police science, corrections, law enforcement
Aeronautics	Airframe and powerplant, aircraft mechanics
Agricultural business and related services	Inspection, pest control, food processing/meat cutting
Agricultural engineering	Equipment and machinery, farm mechanics
Agricultural production	Animal science, plant science, beekeeping, aquaculture
Air conditioning, refrigeration, heating	
Animal health technology	
Appliance repair	Vending machines
Apprenticeship programs	**Six months delay requested**
Architecture	
Auto body technology	Antique and classic auto restorationAuto mechanics

Discipline	Areas also included in the discipline
Auto mechanics	
Aviation	Flight, navigation, ground school
Banking and finance	
Barbering	
Bicycle repair	
Bookbinding	
Building codes and regulations	Inspecting of construction, building codes, contractor training
Building maintenance	
Business machine technology	
Cabinet making	
Cardiovascular technology	
Carpentry	
Ceramic technology	
Coaching	
Commercial art	Signmaking, lettering, packaging, rendering
Commercial music	
Computer information systems	Computer network installation
Computer service technology	
Construction management	
Construction technology	
Cosmetology	
Court reporting	
Culinary arts/food technology	Food service, meat cutting, baking, waiter/waitressing
Dental technology	Dental assisting, dental hygiene
Diagnostic medical technology	Diagnostic medical sonography, neurodiagonostic technology
Diesel mechanics	
Dietetic technician	
Drafting	
Electricity	Electrical power distribution
Electro-mechanical technology	Industrial mechanical technology
Electronics technology	Radio, television, and computer repair
Electromicroscopy	
Electroplating	
Emergency medical technician	
Engineering technologies	Surveying, engineering aides
Equine science	Equine training, equitation, ferrier science, horse pack management

Discipline	Areas also included in the discipline
Estimating	
Fabric care	Laundry and dry cleaning
Fashion and related technologies	Merchandising, design, production
Film making/video	
Fire technology	
Flight attendant training	
Fluid mechanics technology	
Forestry/natural resources	Range management; soil, air, and water resources; fish/wildlife management; parks and recreation
Furniture making	
Graphic arts	Desk top publishing
Gunsmithing	
Hazardous material abatement	
Heavy duty equipment mechanics	
Hotel and motel services	
Industrial design	
Industrial maintenance	
Industrial relations	
Industrial safety	
Industrial technology	Foundary occupations
Interior design	
Janitorial services	
Jewelry	
Labor relations	
Labor studies	
Laser technology	Laser electro-optics technology
Legal assisting	Paralegal
Library technology	
Licensed vocational nursing	
Locksmithing	
Machine tool technology	Tool and die making
Manufacturing technology	Quality control, process control
Marine diving technology	
Materials testing technology	Destructive testing or nondestructive examination
Media production	
Medical assistant	
Medical instrument repair	

Discipline	Areas also included in the discipline
Medical record technology	
Mining and metallurgy	Oilfield operations
Mortuary science	
Motorcycle repair	
Music management	Music merchandising
Musical instrument repair	
Nursing ancillaries	Certified nurse aide, home health aide
Nursing science: clinical practice	
Occupational therapy assisting	
Office technologies	Secretarial skills, office systems, word processing
Ornamental horticulture	landscape horticulture, design, maintenance floristry, floral design
Pharmacy technology	
Photographic technology/commercial photography	
Physical therapy assisting	
Piano tuning and repair	
Plastics	
Plumbing	
Printing technology	Typography, composition, printing
Private Security	Security management, safety/accident control, hazardous substance management, crime prevention
Prosthetics and orthotics	
Psychiatric technician	
Public relations	
Radiologic technology	
Radiation therapy	
Real estate	
Rehabilitation technician	
Respiratory technician	
Respiratory technologies	
Restaurant management	
Retailing	Purchasing, merchandising, and sales
Robotics	Computer integrated manufacturing
Sanitation and public health technology	
Sewage treatment	
Sheet metal	
Ship and boat building and repair	

Discipline	Areas also included in the discipline
Shoe rebuilding	
Sign language	
Small engine mechanics	
Stagecraft	
Steamfitting	
Surgical technology	
Telecommunication technology	
Transportation	Dispatching
Travel services	
Upholstering	
Vision care technology	
Watch and clock repair	
Water treatment	
Welding	

ERIC CLEARINGHOUSE FOR
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JUL 21 1989